

Community Legal Aid Society, Inc. (Delaware)
STAFF ATTORNEY POSITION

POSITION: Disabilities Law Program (DLP) Staff Attorney, Full-time

LOCATION: Delaware Statewide Responsibilities – Home office in
Wilmington, Dover, or Georgetown

*CLASI is currently a hybrid virtual and in person work
environment*

REPORTS TO: DLP Management

SALARY: Depending on experience; excellent benefits. (Details on salary
and benefits can be found at the bottom of:
<https://www.declasi.org/employment/>).

POSTING DATE: 9/4/2024

CONTEXT OF POSITION:

The Disabilities Law Program (DLP) provides free legal representation to children and adults with physical and mental disabilities to protect them from abuse and neglect and to advocate for their legal rights in both facilities and the community (e.g., civil rights, educational services, medical services, housing, government benefits, treatment in the least restrictive environment). The DLP serves as Delaware’s Protection and Advocacy System for People with Disabilities (“P&A”). For more information about what a P&A is, see: <https://youtu.be/m3vYxSe3s4M>.

DLP staff attorneys work primarily under the direction of DLP management to serve individuals with mental and/or physical disabilities experiencing abuse, neglect, or violations of their rights. The attorney will be expected to engage in individual case litigation in courts and administrative agencies, legislative and regulatory advocacy, and impact litigation. Typical issues addressed by DLP attorneys include ADA access claims, fair housing cases; government benefits appeals (Medicaid, Social Security Disability or Supplemental Security Income, and others); and special education. In addition, some DLP attorneys work on our Delaware Public Education Ombudsperson Program, which is not restricted to individuals with disabilities. This program assists Delaware public education students and families with educational disputes, disparate discipline, or discrimination based on protected characteristics.

As the P&A the DLP also conducts monitoring of facilities that provide services to people with disabilities and conducts abuse/neglect investigations when we have probable cause to believe such mistreatment has occurred at such facilities. DLP staff attorneys may be asked to oversee an advocate conducting this work, or to conduct the work directly. Investigations may result in reports to bodies that have oversight authority over the facility, or in some cases, public reports. Finally, all DLP staff are expected to conduct community legal education workshops or

otherwise participate at community events. Depending on interest and workload, staff attorneys may participate on external committees and councils as assigned by DLP management.

RESPONSIBILITIES:

1. Provide direct legal services to clients.
2. Provide or assist with systemic advocacy including administrative, legislative advocacy and impact litigation services as such matters arise and dependent on experience level.
3. Supervise and collaborate with advocates/paralegals.
4. Prepare articles, research memos and conduct community legal education programs and self-advocacy training.
5. Assist in drafting and analyzing legislation, regulations and policies.
6. Assist or conduct DLP monitoring and investigations of facilities.
7. Serve on external committees, councils and task forces as assigned by management.
8. Travel throughout Delaware as needed to complete job responsibilities.
9. Attend conferences and trainings, including out of state travel, keeping abreast of community conditions and relevant laws, policies and regulations.
10. Other duties as assigned by management, depending on funding and needs.

QUALIFICATIONS*:

Required qualifications:

1. If not yet admitted to the Delaware bar, the applicant must be eligible for and will register to take the next scheduled Delaware Bar Examination for which you are eligible.
2. Interest in and sensitivity to the needs of individuals with disabilities.
3. Good organizational skills and initiative, and interest in engaging a broad range of advocacy skills, including

litigation.

4. Willingness and ability to perform some duties in institutional settings, including prisons.
5. Must exhibit patience, tact, and respect when dealing with the public, clients, and staff.
6. Must be flexible since priorities and areas of emphasis may change depending on our funding and client needs.
7. Must be willing to submit to required federal clearances and other background checks as required by funding sources and/or CLASI.
8. Two-year commitment required.

Qualifications that are not mandatory but are a plus:

1. Legal Services/P & A or other social justice experience.
2. Knowledge of disability rights laws.
3. Ability to communicate in ASL, Spanish, or Haitian Creole.

***A note about qualifications:** studies have shown that some individuals are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. We may consider an equivalent combination of knowledge, skills, education, and experience to meet qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

CLASI strongly encourages interested candidates with diverse backgrounds to apply, including people of color, women, people who identify as LGBTQ, veterans, people with disabilities, and persons from other underrepresented groups. CLASI is an equal opportunity employer and committed to building a culturally diverse and inclusive workplace. Candidates are encouraged to share with us how they will add to our diversity.

CLASI is unionized and members of the bargaining unit (attorneys and advocates) are represented by Delaware Legal Aid Workers, NOLSW/UAW Local 2320. More information about CLASI can be found at www.declasi.org. This position will be in the bargaining unit. CLASI's salary scale is available at www.declasi.org/employment.

APPLICATION PROCEDURE: To apply, send resume and cover letter to Marissa L. Band, Esq., Project Director at mband@declasi.org

AN EQUAL OPPORTUNITY EMPLOYER